



# EXECUTIVE RESUME

SUSTAINABILITY  
REPORT  
2022





# DATA HIGHLIGHTS

**2,299**

employees

**24,689**

hours of training

**98%**

of employees trained  
in the Code of Ethics

**+10,000**

hectares of citrus fruit trees

**94,000**

metric tons of certified organic  
fruit purchased in 2022

***We are leaders in citrus fruit  
processing in Mexico.***



# MESSAGE FROM THE CEO

Dear stakeholders,

In 2022, we took the first steps toward systematizing our sustainability management model. We prepared our first report to the UN Global Compact, established longterm sustainability goals and had them approved by our corporate governance, and finally, we created a Sustainability Area to ensure leadership and coordinated sustainability goal management. Today, thanks to these efforts, Citrofrut has a working framework with key sustainability metrics as part of its strategy.

From an operating standpoint, our citrus fruit operations are still feeling the effects of recurrent climate issues that have surfaced over the past three years. This year, hurricane Grace triggered widespread fruitfall and reduced the orange harvest by 15%, and grapefruit harvest by 40%. This impact, combined with scant precipitation and unseasonable rainfall caused by the La Niña phenomenon, heavily affected the business's results.

All of this brought global juice inventories to their lowest levels in the history of the industry. In parallel, the war in Ukraine has affected the world's economy by driving up the prices of commodities and inputs that are key to juice production.

To face the challenges ahead, Citrofrut's leadership team began redesigning the financing structure to face the working capital requirements arising from higher costs. At the same time, it began an initiative called "Fit for Growth," with a clear focus on restructuring costs and expenses in key business areas, creating a more agile, streamlined structure for our company. This should enable us to seize the various opportunities that arise in the current economy and global industry.

None of this has distracted us from our focus on sustainability, with actions under our Planet Pillar that include increasing wastewater treatment capacity by a third at our Paso Largo plant in Veracruz, adding a third DAF wastewater treatment system so that we can continue to sustain increased capacity while complying fully with NOM 001 standard. In Sinaloa, where we faced some obstacles in our environmental management, we updated assets so that we were also able to comply fully with the respective laws and regulations.

One of our biggest achievements of 2022 was a commitment to expanding and strengthening our strategy, which we extended to every area of the company, grounded in our medium- and long-term vision. Another was the materiality study we carried out, which will guide social, environmental and governance efforts at Citrofrut, enabling us to develop strategies according to the risks and priorities identified.

In 2022 we assumed a mandate from our shareholders to triple the size of our company, on a sustainable basis, by 2030. To this end, we drafted a strategic roadmap we call Quantum. This roadmap contains all of the initiatives that stem from the four P's of our sustainability strategy: People, Planet, Prosperity, and Principles of Governance.

On the People pillar, we began the first phase of our program to close the wage gap and achieve gender equality, setting targets for 2024; and our “Happiest” program to help employees navigate the climate in which we find ourselves. On the Prosperity pillar, we introduced the “Sharevalue” program, under which we work closely with our agricultural suppliers and producers to help them build value for themselves and their communities.

In matters of ethics and governance, I am proud to share the recognition that Citrofrut received as one of Mexico’s most ethical companies according to the “Empresas Más Éticas” (E+E) initiative, and the training our board members received from an independent sustainability consultant, among others.

I am confident that all these foundations we are building at Citrofrut today will allow us to harvest opportunities for sharing value with our business partners and the communities where we live. The path to sustainability that we have undertaken requires a concerted effort on the part of every one of us at Citrofrut, and together we will make this a reality.

I want to thank all of our stakeholders, particularly our employees, for their support and unconditional efforts on this journey toward sustainability.

Luis Lázaró Valles  
**Chief Executive Officer**







Citrofrut is an agroindustrial company belonging to Grupo Poeza, a portfolio management company with more than 65 years of experience, and which manages a group of businesses renowned for their reliability, innovation, long-term client relations and contribution to the advancement of their employees, toward a better society.

**+60**

years of experience in Mexican agroindustry, a leading producer and processor of citrus fruits in Mexico

**+10,000**

hectares of citrus fruit groves



## Products

Our plants transform fruit into a variety of products, mainly concentrated or fresh juices and other specialty products like essences, fragrances, essential oils, and pulp. Orange peel is also for the pectin that can be extracted from it, and as fodder in livestock feeding.

Citrofrut products have a variety of competitive advantages, including:

**High processing quality standards  
and non-GMO fruit**

**A wide variety of products to meet  
different clients' needs**

**Sustainable operation**

**Contribution to the development  
of Mexican agroindustry**

# Fruits

*Orange*   *Persian lime*   *Italian lemon*  
*Tangerine*   *Grapefruit*   *Mangos: Tommy, Manila and Palmer*



## Special products

- |  |                    |
|--|--------------------|
| <b>Essential oils</b>                              | <b>Pulp</b>        |
| <b>D-limonene for essences and aromatic scents</b> | <b>Washed peel</b> |
|  | <b>Dried peel</b>  |



Our juices are sold to global companies which demand the highest standards of quality and safety. All of our plants meet those standards. We export more than 90% of our production to clients located in five continents.

At the same time, our product development and storage capacity of special ingredients enables us to offer customized beverage formulations like aguas frescas, lemonades and limeades.

***More than 20% of our processed fruit comes from our own groves, further supporting our high quality standards.***

## Business approach

### Global agribusiness platform divisions

- Citrus and tropical fruits processing - Citrofrut
- Fresh fruit - Zano Fresh

### Advantages

- Client preference
- Operating excellence
- Fruit sourcing with shared value
- Leadership in sustainability



# Mission

*To help improve global nutrition by sustainably providing fruit products to the world, while generating social, environmental and economic value base on a solid humanist culture.*

# Vision

To be leaders in agrifood innovation and fill under-served needs in the market.



# Culture

Citrofrut has at its heart a solid humanist culture; its primary goal is to sustainably offer products to people while generating economic, social and environmental value.

## Our purpose

To consciously sow and reap the best of nature, for a better world.

## Our ambition

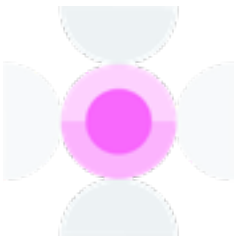
By 2030, to delight clients and consumers with superior agricultural products and services, for food and non-food value chains.

## Our promises

- We serve our clients with purpose
- To plant and grow sustainably
- To bring prosperity to our communities
- To act with concern for our people and our partners

In 2022, we updated our values to transform ourselves into an example of corporate sustainability.

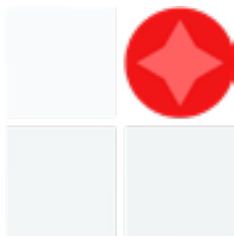
# Values



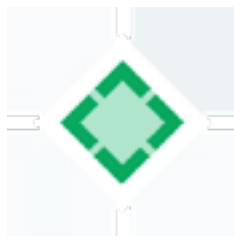
You matter to us



We excel



We dare



We empower



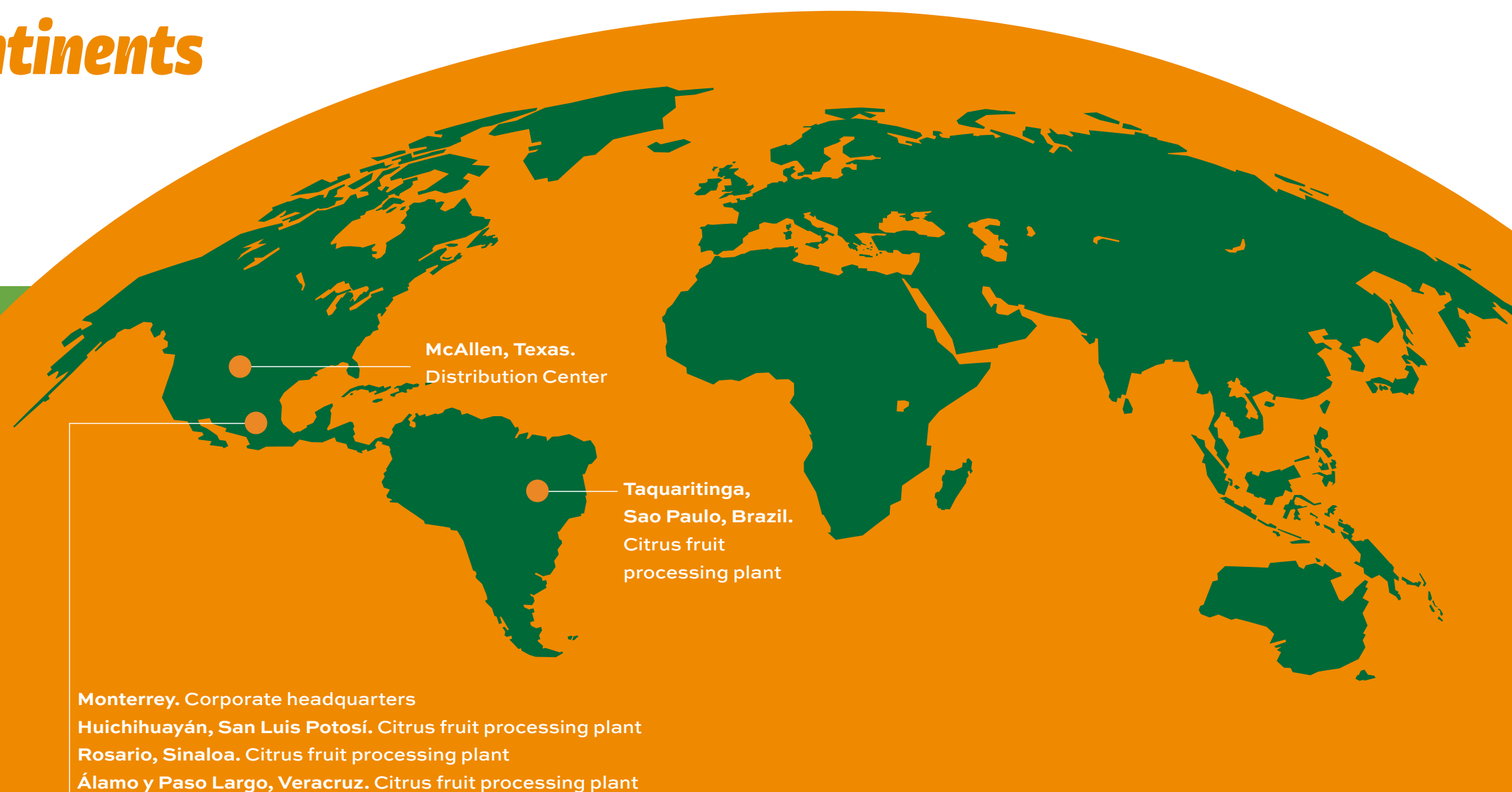
# MARKET PRESENCE

*We export to 40 countries  
on five continents*

**5 processing plants**, certified by the Global Food Safety Initiative (GFSI) and compliant with wastewater treatment regulations.


**1 Distribution center** in McAllen, Texas.

**Worldwide** storage and distribution capacity.






# CITROFRUT'S 4 P's:




PROSPERITY

We strive to develop a culture of participative engagement with our communities, creating initiatives aligned with our purpose which reinforce quality of life and address local needs.




PLANET

We are committed to making ambitious improvements in our environmental management and having a lasting impact by doing the right thing, actively promoting climate action to ensure the permanence of our planet, society and business.



PEOPLE

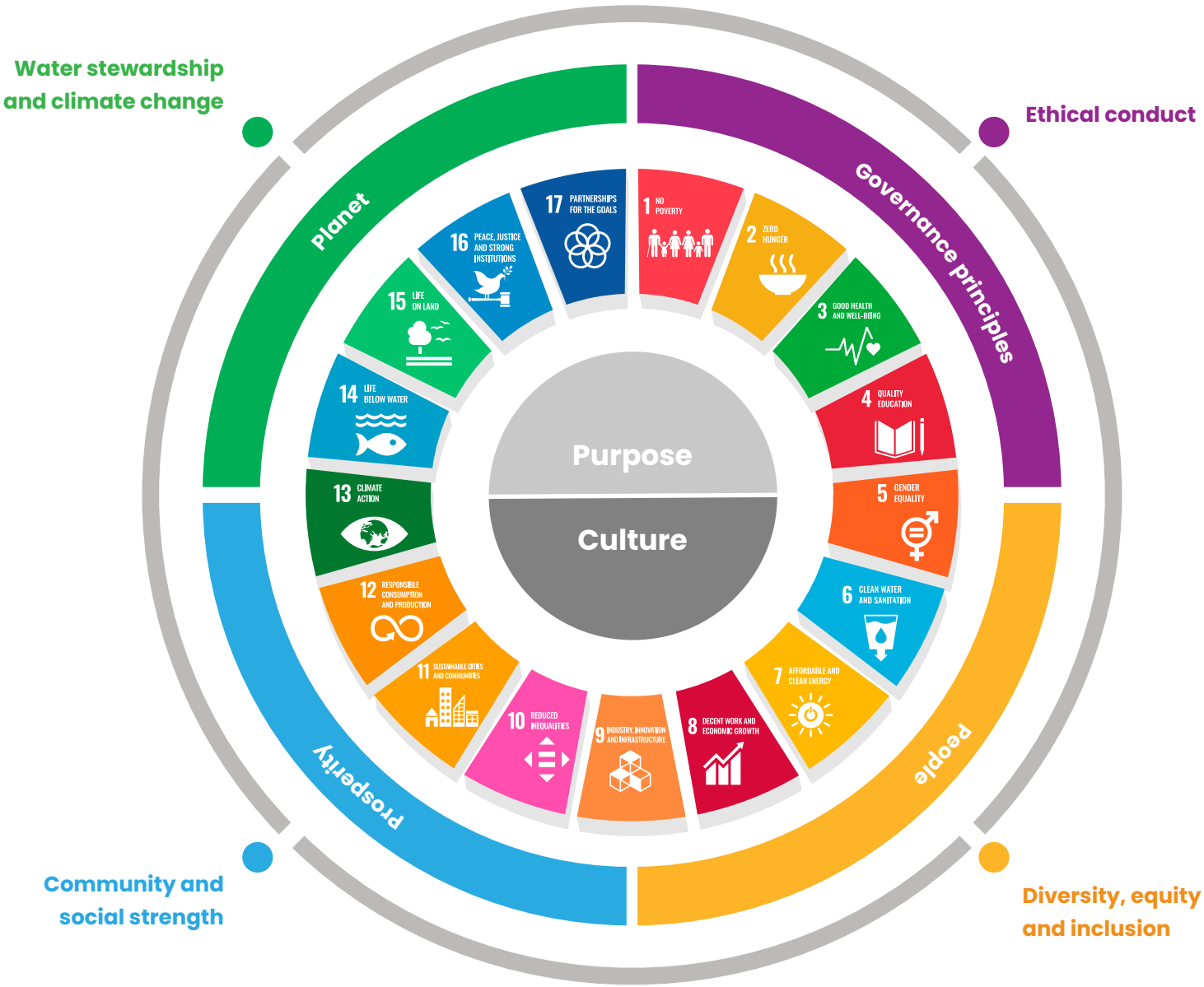
We have laid sustainable foundations through our leaders, structures, processes and evaluations, to create an inclusive work environment.



PRINCIPLES OF GOVERNANCE

We are convinced that compliance, good corporate governance and proper procedures are a competitive advantage and a shield for business continuity.

# Sustainability framework



CITROFRUT ROLE IN PROEZA’S 2030 COMMON FRAMEWORK

PRINCIPLES OF GOVERNANCE

We are convinced that compliance, good governance and proper procedures are a competitive advantage and a shield for business continuity.

Compliance program assessment score	Design >95% Efficiency >90% Functionality >90%
-------------------------------------	--

PROSPERITY

We strive to develop a culture of participative engagement with our communities, creating initiatives aligned with our purpose which reinforce quality of life and address local needs.

Volunteer participation	50%
Foster a conscious business approach throughout our supply chain	Programs and targets under development
Measurable long-term impact in community projects	For 90,000 people

PEOPLE

We have laid sustainable foundations through our leaders, structures, processes and evaluations, to create a truly inclusive work environment.

Gender wage gap	0% at all levels
Women in top leadership	40% Level 1 and Level 3
Women in corporate governance	30%
Employee satisfaction survey on diversity, equality and inclusion	+85% at all levels
Employee well-being	Programs and targets under development

PLANET

Greenhouse gas emissions	40%*
Renewable energy	90%
Water footprint	70% reused

\* Scope 1 and 2

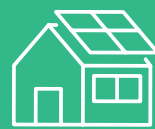


# CONTRIBUTION TO THE 2030 AGENDA

*Because we are committed to furthering the 2030 agenda and the Sustainable Development Goals, we have set targets for the stakeholders that were identified through our materiality study as being most significant for the company.*



PEOPLE



PROSPERITY



PLANET



PRINCIPLES OF  
GOVERNANCE



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



**4.1** By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.



**4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



**Initiatives:** Citrofrut (Paso Largo and Álamo plants in Veracruz, Huichi-huayán plant in San Luis Potosí and Rosario Plant in Sinaloa)

- Citrus fruit school
- Carpentry school
- Education campaigns with the state governments
- “Shared value” program
- Training for small producers
- Monetary donations to various educational organizations
- Mango pit project (feed for livestock and soil improvement)



**Achieve gender equality and empower all women and girls.**



**5.1** End all forms of discrimination against all women and girls everywhere.

**5.5** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**Initiatives:**

- Code of Ethics
- Equal opportunities in hiring
- Program to close the gender gap



**Ensure availability and sustainable management of water and sanitation for all.**



**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.


**Initiatives:**


- Water stewardship strategies and awareness
- DAF systems for wastewater treatment at plants
- Reuse of production water for watering
- Compliance with NOM-001-SEMARNAT-1996 standard



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INDUSTRY, INNOVATION  
AND INFRASTRUCTURE





**Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.**

**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

**Initiatives:**

- Lead the industry in agrifood innovation
- Launch of Xinnova, a substantial innovation practice
- Market share in cold-pressed juices
- Reformulation of juices and packaging materials
- Product innovation

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RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION









**Ensure sustainable consumption and production patterns.**

**12.4** By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**12.8** By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.


**Initiatives:**


- Correct waste management
- Treatment of orange peels to obtain pectin
- Disposal of primary sludge at authorized sites
- Composting waste at the El Rosario plant in San Luis Potosí
- Awareness building campaigns on waste collection and disposal

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13CLIMATE ACTION





Take urgent action to combat climate change and its impacts.

13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

Initiatives:

- Efficiency and carbon footprint reduction strategies
- Use of renewable energies and replacement of fuel with natural gas in all of our plants
- Analysis of emissions from fertilizers, vehicles and machinery

15LIFE ON LAND







Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

15.3

By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.

15.5

Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2030, protect and prevent the extinction of threatened species.

Initiatives:

- Crop soil studies
- Land conservation policies
- Evaluation and analysis of groves
- Inventories of flora and fauna
- Biocontrol program
- Organic groves



# CERTIFICATIONS AND STANDARDS

We seek out the highest national and international product quality and safety certifications in every country where we are present.

Furthermore, we apply the best practice of using all our certifications and standards as management and continuous improvement systems, to closely monitor our processes and ensure a more effective response to stakeholders.

- **ISO 14001:2015**

Requirements for an environmental management system.

**All our plants are in the process of certification.**

- **Global Food Safety Initiative (GFSI)**

An international food safety initiative.

**All our plants are now certified.**

- **FSSC 22000**

A food safety management certification based on ISO 22000, for agrifood companies and manufacturers of food containers, recognized by the global food safety initiative (GFSI).

**Certified plants:** Paso Largo, Huichihuayán, El Rosario and Álamo in Mexico; and Taquaritinga in Sao Paulo, Brazil.

- **USDA Organic Certification**

All of our orchards have this certification, which attests to our compliance with organic farming standards.



This guarantee allows us to process organically grown fruit, to transform it into finished organic product and to sell it under the organic label in countries like the United States, Canada, Mexico and Europe. Organic foods are recognized for respecting the environment, encouraging a healthier diet, contributing to soil health, preserving biodiversity, and encouraging well-being in rural areas.

**Certified plants:** Paso Largo, Huichihuayán and El Rosario

- **SGF certification**

Establishes and ensures free and fair market conditions in the juice industry throughout the value chain.

A voluntary scheme that serves as an instrument of control in the juice industry which encompasses food safety, authenticity and labeling, traceability, hygiene and good manufacturing and sustainability practices.

**Certified plants:** Paso Largo, Huichihuayán, El Rosario and Álamo in Mexico; and Taquaritinga in Sao Paulo, Brazil.

- **Kosher**

Guarantees that kosher standards are followed in production.

**Certified plants:** Paso Largo, Huichihuayán, El Rosario and Álamo

# RESPONSIBLE VALUE CHAIN

## Supplier development program

GRI 3-3, 203-1, 203-2, 414-1, 414-2

This key supply chain initiative helps us to forge ties with raw material suppliers by searching for and selecting potential suppliers and building long term relations.



### 1. Sourcing from small suppliers

Under this scheme, we approach small producers to bring them into our supply chain and ensure the traceability and origin of their fruit. To reward their efforts, at the end of the season, we give them a bonus of 40 pesos and a certified nursery-grown orange tree for each metric ton delivered.

**136,206 metric tons of oranges**  
**1,494 metric tons of mango**  
**supplied by small organic producers**

### 2. Storage centers

We set up two centralized storage centers to receive fruit from small producers, giving each of them a bonus of 45 pesos for each metric ton delivered.

**9,355 metric tons of Valencia orange collected**  
**30,400 metric tons of direct purchasing**  
**95,581 metric tons of organic product**



### 3. Productive partnership project

The goal of this program is to incorporate groups of producers into our supply chain, providing them with training and technical advice, as well as farming inputs to improve their productivity using a sustainable approach. Among the activities carried out were workshops on making bio-supplies and regenerative agriculture, and alternatives to the use of herbicides.

**41 producers in the municipality of Álamo, Veracruz**  
**175 hectares**  
**918 metric tons under the Partnership Project**



### 4. Long term negotiations

We sign agreements with small, mid-sized and large producers to ensure we have a solid base of fruit under contract. We currently have 83,000 metric tons in long-term contracts with 99 suppliers of Valencia oranges and tropical fruits (mangoes).

### 5. Producer loyalty

We keep a record of suppliers and producers that have sold us fruit for various years, in order to strengthen long term relations.



### 6. Training

We have an annual training plan to ensure that our best farming practices are shared among producers, and to help resolve some of the main problems of citrus fruit cultivation.

**Module 1:** Safe and happy suppliers.

Good farming practices, good use and handling of agrochemicals, citrus fruit harvest and organic certification.

**Module 2:** Good orchards, good harvests.

Importance of soil sampling and analysis, nutrition, weed control and pruning.

**Module 3:** Healthy orchards.

Quarantine pests, comprehensive management of fruit flies, citrus fruit plagues, and fungal diseases.

**1,139 beneficiaries in 2022**  
**1,026 citrus fruit producers**  
**108 mango producers**

# PEOPLE

## TALENT RECRUITMENT AND RETENTION

We attract and retain the most qualified and professional employees by recognizing their skills on a daily basis, fostering a sense of belonging and pride which translates into an exceptional environment for their personal and professional advancement.

We have a Talent Incorporation and Cultural Policy and an accompanying manual for onboarding new employees, setting clear, standardized guidelines that are consistent with our beliefs and values. This is provided to all operating staff, field workers and administrators at Citrofrut.

To ensure that our process for hiring administrative employees is fair and efficient, we created a selection committee, whose purpose is to provide feedback on candidates through a process of interviews, which will allow the intermediate coordinator to make an informed decision and choose the final candidate for the job.

Vacancies among the operating staff and field workers must be budgeted in August according to production projections and the need for special projects the following year.

We currently have a practice called talent mapping, using the 9box methodology, to identify talent in the organization and thus ensure the continuity of our strategy and operation. This practice involves development and retention actions for each employee, an exercise that extends to the fourth hierarchical level of the organization's administrative staff, with a focus on core areas. At the end of each fiscal year, we follow up on the development actions defined in this practice.

Citrofrut values the advancement and growth of its employees, and always places a priority on internal candidates to fill available vacancies. The promotion process is managed through the talent and culture area.



# SALARIES AND BENEFITS

We want to offer the best working conditions to our employees, and to remain competitive in the market. Accordingly, the salaries and benefits we offer exceed the regulatory minimum.

The part-time personnel (administrative and unionized) that staff our orchards and plants receive all the benefits required by law (annual bonus, vacation time, vacation bonus, social security), and our full-time personnel (administrative and unionized) receive additional benefits, which include:



*Additional days toward  
the annual bonus,  
vacation bonus and  
vacation days  
Life insurance  
Savings fund  
Grocery vouchers  
Personnel transport  
Support for: marriage,  
maternity/paternity  
and death  
Parking*



In an effort to create a positive work environment and offer our people tools for well-being, we launched the “+ Feliz” (Happier) program with the support of Universidad TecMilenio.



# DIVERSITY, INCLUSION AND GENDER EQUALITY

Citrofrut promotes gender equality between our employees, offering them equal opportunities regardless of their ethnic group, origin, sexual orientation, race, gender, age or even personal interests. We are convinced that a diverse work team gives us the ability to incorporate different experiences, values and perspectives that will make us a better company.

As part of our strategic roadmap, we have developed a three-stage program to close the wage gap and foster equality, ensuring a measure of diversity at every level of the organization. In 2022, we completed the first phase in this program, toward a target of narrowing the gap to zero by the year 2024.

**2,299**  
*employees  
in 2022*



**509**



**1,790**



*Breakdown of governance body  
members by gender*



**37%**



**62%**

# TRAINING AND DEVELOPMENT

**+53%** employees  
trained vs. 2021

**24,689** hours of training  
vs. **22,816** in 2021  
**+8%**

 **57 %**

 **91 %**



**93%**  
completion of the  
training plan,  
vs. **83%** in 2021

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**120** courses offered,  
vs. **90** in 2021



# PLANET

Under our Environmental Management System, every one of our plants has an Aspect Identification and Environmental Impact Assessment Matrix, which they use to analyze production activities and identify potentially significant impacts from the environment that might jeopardize the organization's activities.

Citrofrut is committed to caring for the environment through a sustainability strategy that includes:

- 1. Use of renewable energy***
- 2. Reduction of CO<sub>2</sub> emissions and carbon footprint***
- 3. Water stewardship***
- 4. Waste management***
- 5. Biodiversity***

As an important part of Mexico's growing agricultural industry, we believe we are key agents in preserving our resources, so we work toward a future of balance and harmony with the environment.

- **Various water stewardship strategies.**
- **Planting high-quality trees.**
- **Caring for more than 500 hectares of natural land reserves.**
- **Rainforest Alliance certification.**





# EMISSIONS AND ENERGY

In 2022, we continued our efficiency and carbon footprint reduction strategy through:

- The use of renewable energy
- Replacement of fuel with natural gas

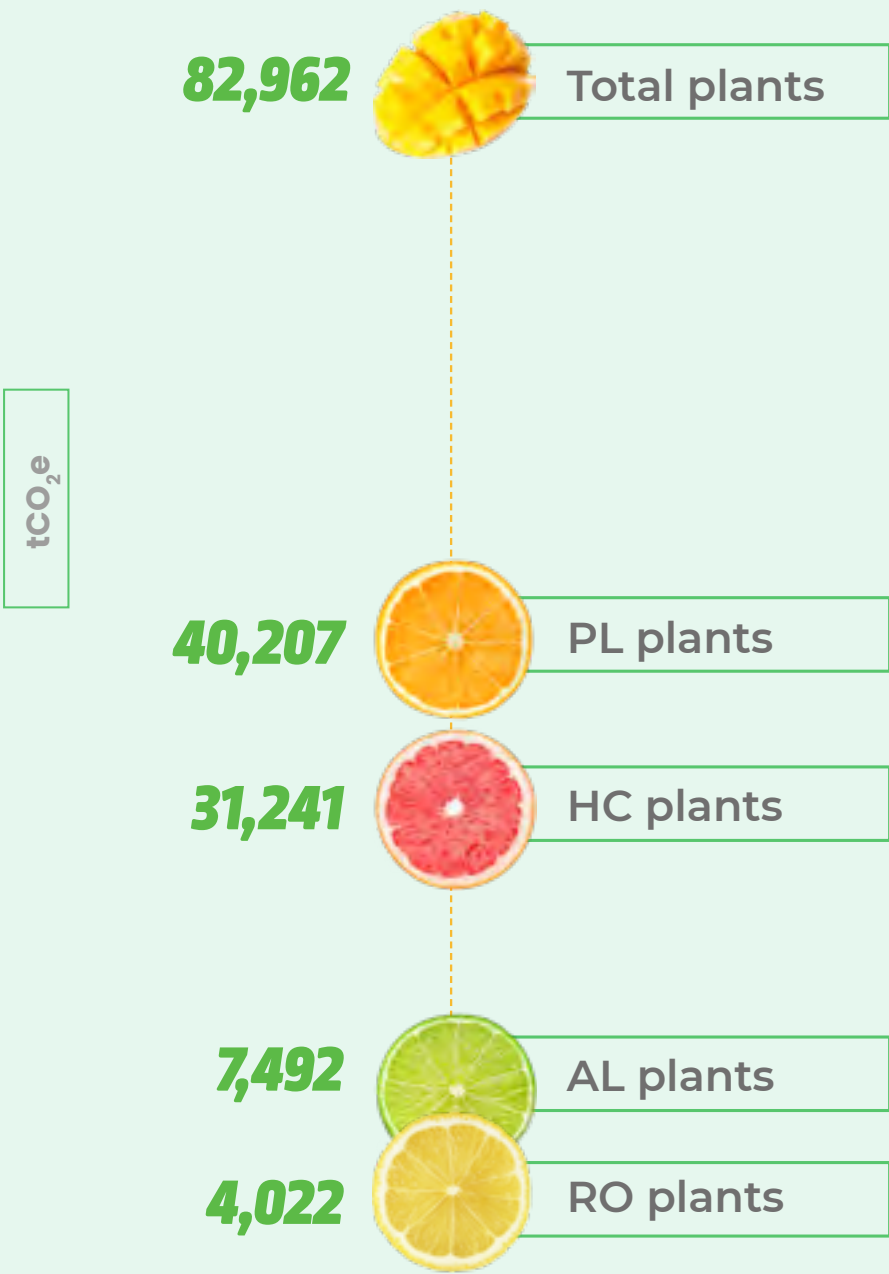
	2021		2022	
	tCO <sub>2</sub> e	Intensity tCO <sub>2</sub> e / 100 TFF	tCO <sub>2</sub> e	Intensity tCO <sub>2</sub> e / 100 TFF
Scope 1	57,010	8	60,842	8
Scope 2	19,871	3	22,118	3
Total	76,881	11	82,961	11

## Electricity consumption

2021	2022
169,114	188,245

**3.17%** intensity vs 2021

## Calculation of CO<sub>2</sub>e emissions



**82,962**  
total tCO<sub>2</sub>e



# WATER STEWARDSHIP

The water used in our process comes mainly from underground wells, for which we have a concession permit from the National Water Commission. The rest is supplied from municipal networks or purchased from tanker trucks. At the Huichiyuayán Plant, water comes from wells and rivers and is used for washing the orange peel, fruit, and processing equipment, and in oil recovery and refrigeration systems.

Most of the water we consume in our operations goes for peel washing, heat exchange for pasteurization, and distillation and cooling.

**Total water consumption: 1,473 ML in 2022 vs. 1,238 in 2021**

**543 ML**  
Huichihuayán Plant

**639 ML**  
Paso Largo Plant

**186 ML**  
Álamo Plant

**105 ML**  
Rosario Plant



# WASTE MANAGEMENT

In operating our processes and making our products, we use a number of raw materials and supplies, most importantly seasonal citrus fruits, which are considered a renewable resource. We also use chemical products for washing fruit and equipment, which do not pose significant risks to the environment.

Some of this process is handled by auxiliary maintenance and service departments, where we generate special-handling waste and some hazardous waste. These are managed strictly as the law requires.

One of the main substances remaining after we extract juice from the fruit is the fresh peel. For Citrofrut this is not considered a waste product, but rather a byproduct that is also treated to obtain pectin which is used in various industries as a raw material; another portion is processed and used as fodder for livestock.

Another source of special-handling waste in our processes is the treatment of wastewater. This produces primary and/or biological sludge, which is dehydrated and stabilized, at which point, according to CRT measurement, it is classified as non-hazardous. This sludge is then taken to sites for final disposal, generally used as soil improver.

## Non-hazardous waste (tons)

	2021	2022
Special handling waste	107,035	102,840
Solid urban waste	175	483

## Hazardous waste (tons)

	2021	2022
General hazardous waste	39	48

**Recycled waste: 42,840 tons**

Note: includes only special handling waste.



# BIODIVERSITY

Citrofrut is committed to protecting the environment by meeting all the applicable environmental standards. We have conducted cropland studies to create conservation policies and initiatives where necessary and have carried out grove assessment and analysis as part of our Quality Management and Food Safety system. These include:



*In 2022, Citrofrut's Farming division delivered 21,305 citrus trees that had been grown in the Supply Division in the Santa Sofía and Fenicia nurseries, and 24,067 from Citrofrut's Supply division for groves in the state of Veracruz.*

# PROSPERITY

## CORPORATE SOCIAL RESPONSIBILITY

Our Corporate Social Responsibility Model aims to directly support our key stakeholders: employees, their families and communities, clients and suppliers, to assertively combat poverty and contribute to both technical and human education.

We want to be an agent of change and sustainable development in the communities where we are present. Every year we carry out a variety of social programs and make donations to charitable institutions and organizations.

We have four core areas on which to focus our activities, and which are developed at each of our plants:

- **Environmentally responsible activity**
- **Comprehensive human development**
- **Supplier development**
- **Added-value corporate volunteering**
- **Strategic philanthropy**

## Main programs

### Environmentally responsible activity

#### CIRCULAR ECONOMY

We try to use up all the packaging materials and supplies that cannot be reused in our own processes, through two initiatives:

### Comprehensive human development

#### 1. CITROFRUT AMBASSADORS

This is a program in which an employee welcomes us into their home and invites neighbors and family members to join us to hear about the actions Citrofrut is taking toward sustainability and community engagement.

**3 Citrofrut  
ambassadors trained**

#### 3. SUSTAINABLE SCHOOL

This program supports schools in communities where we are present through various initiatives:

**TEACHING SCHOOLS**

**SAFE SCHOOLS**

**SUSTAINABLE SCHOOLS**

We also organized vaccination campaigns, health runs and public fundraising events.

#### 2. CITROFRUT UNIVERSITY “CITRUS FRUIT SCHOOL”

Together with the government, we carry out campaigns focusing on education (our core axis). In 2022 we created a “Citrus Fruit School,” which will open its doors in 2023, sharing our know-how in citrus fruit cultivation with local communities. Its aims are twofold:

**Agreements with 3 educational institutions  
60 students**

# Supplier development

Some of the main activities in this area were:

- Expansion of the Organic Program
- Conventional crop productivity
- Rural farmland renewal
- Producer organization

In 2022 our Supplier Development Area offered training on comprehensive management of the HLB plague, which was attended by suppliers and even others interested in eradicating this citrus fruit plague.



# Added-value corporate volunteering

- Water stewardship
- Reforestation
- Active social commitment



# Strategic philanthropy

Our commitment to society continues through our employees, who give the best of themselves for the well-being of our communities.

Among our educational activities is our partnership with Fundación Zaber, an organization to which we donate substantial amounts to support its work with Mexico's social and economic development through scholarships and one-on-one counseling for students, helping them to build and strengthen skills, leadership abilities and social commitment.

## 2022 Results of Fundación Zaber

**68** active scholarship recipients | **12** graduates in 2022 | **26** graduates total

**\$3,616,157**

*donations money to nonprofit institutions and organizations working in support of various social causes*

